

Make UPS Deliver!

Teamster negotiators have given UPS until just March 31 to negotiate an early agreement.

Now is the time to get involved and to stand strong and united.

Management wants an early deal. We've got to Make UPS Deliver or say no to an early settlement.

Our Teamsters National UPS negotiating Committee has scheduled seven weeks of intensive bargaining, beginning the week of Jan. 22, and given UPS until the end of March to reach agreement on an early contract.

UPS is the big dog of the trucking industry. With 215,000 Teamster employees and more than \$4 billion in after-tax profits, Big Brown sets the bar for many Teamster contracts to follow, and will be the key to restoring our pensions and retiree healthcare.

No UPS contract has ever been more critical. It's all on the line: our pension and health benefits; working conditions; organizing the nonunion competition; the future of of Teamster power.

The current six-year UPS contract doesn't expire until Aug 1, 2008. But shippers and shareholders are pressuring UPS to reach an early settlement.

This gives us leverage—and we need to use it.

In 2002, UPS Teamsters were promised the "Best Contract Ever." Instead, the contract left

key problems at UPS unresolved and ushered in an era of benefit cuts for hundreds of thousands of Teamsters at UPS and beyond.

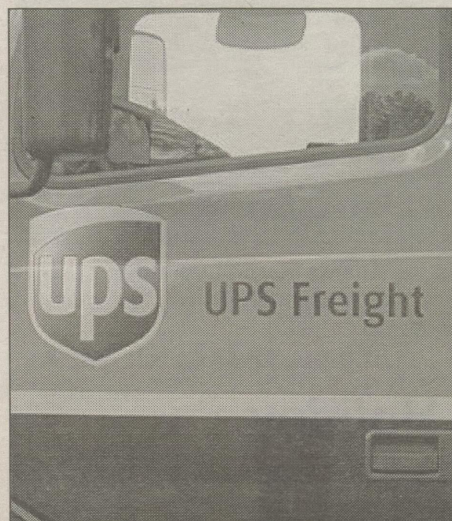
It's time to make UPS and our union negotiators deliver the improvements Teamsters were promised five years ago.

So far, the union has said that UPS management has to pony up to secure members' pension and health benefits for the future. The union has also put forward proposals to deal with excessive overtime, subcontracting, new technology, and the right to organize UPS Freight, Supply Chain Solutions, and other nonunion subsidiaries.

That's a start. But our negotiators put forward a good initial package in 2002 also. When push came to shove, key issues were pulled. Members were kept in the dark and sold a weak deal that we're still paying for today.

We can't let that happen again.

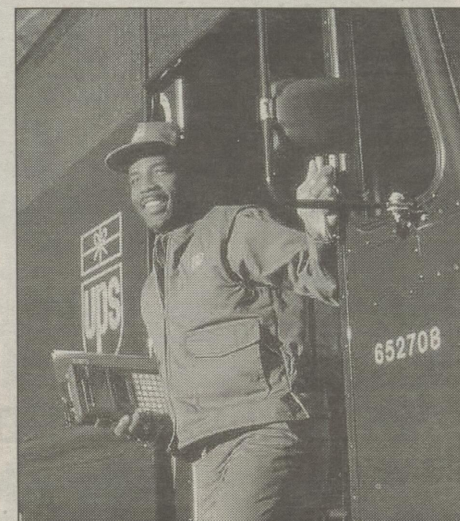
UPS wants an early deal. We've got to make them pay for it. We have leverage, if we unite to use it. The company should only get an early settlement if we get what we need. Teamsters can Make UPS Deliver the contract we deserve.



The Road Ahead at UPS Freight

Bargaining continues on a contract covering 125 employees at just one UPS Freight terminal in Indianapolis, raising questions about the future of benefits and contract standards for UPS and freight Teamsters alike.

See story, page 3.



UPSers Speak Out on What We Need to Win

Our union negotiators are keeping quiet about the issues at the table, and working Teamsters have had little voice in these critical contract talks.

Now UPSers are speaking out on what we need to win if we're going to give the company the early settlement that management and shareholders are pushing for.

See story, page 7.

UPS Teamsters Launch Campaign to Make UPS Deliver.

UPS Teamsters have launched a rank-and-file network and website called makeUPSdeliver.org. "Our goal is give UPS Teamsters a voice in these negotiations, and to make the company and our union negotiators deliver the contract that we deserve," said Michael Savvoir, a Local 41 feeder driver involved in the effort.

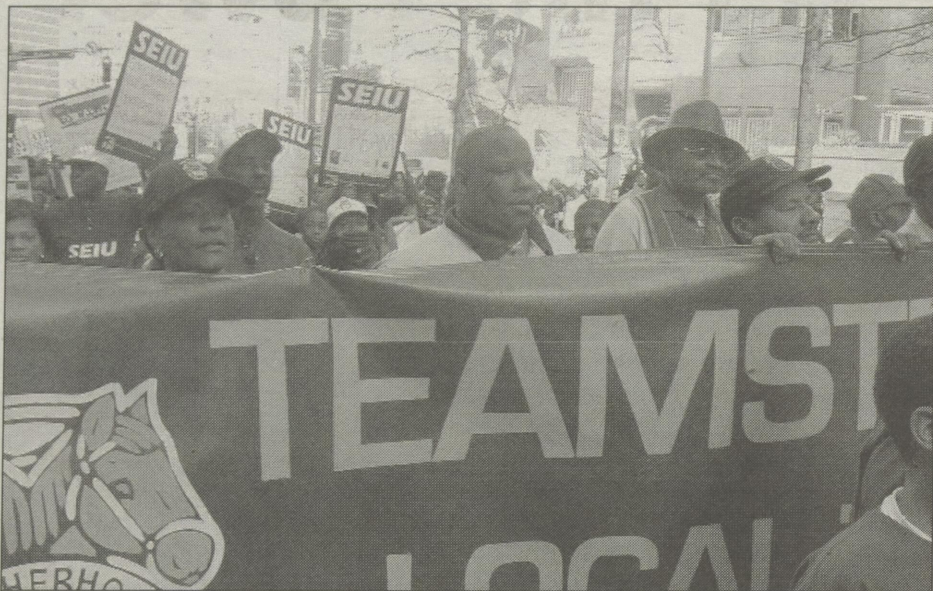
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Letters From Our Members



Members of Georgia Local 728 participate in the Atlanta Martin Luther King Day march on Jan. 15. MLK Day has become a major national holiday, but many Teamster contracts still do not give it as a day off.

Martin Luther King Holiday Why Not Now?

On Jan. 15, Local 728 proudly joined in the Martin Luther King Day march here in Atlanta, Dr. King's home and also the headquarters of UPS.

It's time for UPS to recognize the Martin Luther King holiday that our country celebrates, but too many corporations ignore. If we win this at UPS, we can take that win to lots of other Teamster employers.

One of UPS's two big competitors, the Postal Service, already observes this holiday. If UPS were to come on board, pressure could then be put on FedEx to do the same. There would be no competitive disadvantage at all to UPS.

It's time to recognize Dr. King and the nonviolent struggle for equality for all Americans. Furthermore, how long has it been since we won a single new holiday in our contract?

To our union negotiators: this is an easy one. Please do the right thing, and insist on the holiday in the UPS contract.

Eric Robertson
Local 728 Business Representative
Atlanta

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.

E-mail: tdudetroit@tdu.org

Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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Inspired to Join TDU

I am a member of Local 96. Our former President Bill Gibson was a great inspiration to me and taught me a lot about the labor movement. I decided to take a look at TDU's words and the fight they took on—and I decided to join.

My friends and I believe in the ideas of TDU. But we're worried that our new officers won't give us the representation we need. We are hoping to get further insight and help in our struggle.

Again, thank you for standing for democracy the way it was meant to be. It is bad enough we have to fight the companies with their enormous pockets. We should not have to fight with our union officers to bring justice and democracy to our members.

Sascha Byrd
Local 96, Washington Gas
Washington, D.C.

Thank God for Unions

Thank God for unions and our union pension. I retired eight years ago, and it would be impossible to live on just social security.

We need to build our union stronger. This means we need to get more young people involved and understanding our union.

The Hoffa re-election with only 13 percent of Teamsters voting for him is a warning sign. Get involved.

Ken Nowacki
Local 612, Retired
Jemison, Ala.

TDU International Steering Committee

Co-Chairs:

Dianne Bolton, Seattle Local 174
Joe Fahey, Milwaukee Local 200
Michael Ruscigno, New York Local 802
Michael Sawwoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Rick Sather, Minneapolis Local 638
Joe Sexauer, Chicago Local 743

Members:

Nichele Fulmore, North Carolina Local 391
Frank Halstead, Los Angeles Local 572
Toni Jackson, Memphis Local 667
Larry Macdonald, Atlanta Local 728
Ed Michael, Salem, Ill. BLET Div. 724
Sandy Pope, New York Local 805
Joe Wright, Boston Local 82

Alternates:

Gary Brooks, Chicago Local 705
Delores Bowden, Chicago Local 726
Matt Latzo, Washington Local 639

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Sept. 2006 for one year. Our Rank & File Convention had 250 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Early Talks Give Us the Power to Win Big at UPS Freight



In a recent statement on UPS national contract talks, IBT Parcel Division Director Ken Hall announced he would also continue bargaining with UPS Freight on a contract covering 125 employees at the Indianapolis terminal—the only UPS Freight barn represented by our union.

The outcome of the simultaneous contract talks will determine the future of benefits and contract standards for UPS and freight Teamsters alike for years to come.

► Will our union use our bargaining leverage at UPS to win the right to organize UPS Freight company-wide without interference from management?

► Will the UPS Freight contract protect Teamster standards—or will it undercut the UPS and National Master Freight agreements?

► Will we strengthen our benefits by including UPS Freight in our Teamster funds—or will Hoffa give in to UPS management's designs to undermine our benefits and break out of the funds?

Our union leaders have sent mixed signals about where they stand. With the future on the line, Teamster members need to demand that our negotiators hold the line and protect our future.

Mixed Signals

Standing with Hall and Freight Director Tyson Johnson on the podium at the Teamster Convention, Hoffa announced, "A historic card-check agreement will soon bring 12,000 UPS Freight employees under IBT contract."

Later it was revealed that the card-check agreement only covered 125 employees at one terminal, just one percent of the company's workforce.

Now top Teamster officials are openly saying that UPS Freight Teamsters may be kept out of our union pension plans. Brad Slawson, General Secretary-Treasurer Tom Keegel's right-hand man and an International rep in the Freight Division, announced at a union meeting that any contract with UPS Freight will probably not include the Central States Pension Plan.

If Slawson is right, that would be a disaster to Teamster efforts to reverse our benefit cuts. UPS Freight would add \$180 million in contributions to Teamster pension plans every year—strengthening our benefits and protecting our funds for the future.

A UPS Freight contract that fails to include the Central States Pension, and other Teamster pension plans, should be rejected by the Freight Division and the IBT.

Organizing UPS Freight Wall to Wall

The simultaneous negotiations with UPS and UPS Freight increase our bargaining power and give us the leverage we need to win a company-wide contract at UPS Freight that meets or beats NMFA standards.

Yellow Roadway CEO Bill Zollars has already announced that any deal between the Teamsters and UPS Freight will "set precedent" for the National Master Freight Agreement. Zollars has also expressed interest in early bargaining. Translation: if our union settles short at UPS Freight, Yellow Roadway wants early talks to bargain the same concessions.

The UPS Freight contract will also set the standard for other nonunion freight competitors we need to organize. A weak UPS Freight agreement would also give UPS the incentive to siphon away work done by UPS feeder drivers.

The IBT needs to put the power of 215,000 UPS Teamsters behind the 125 Teamsters at UPS Freight.

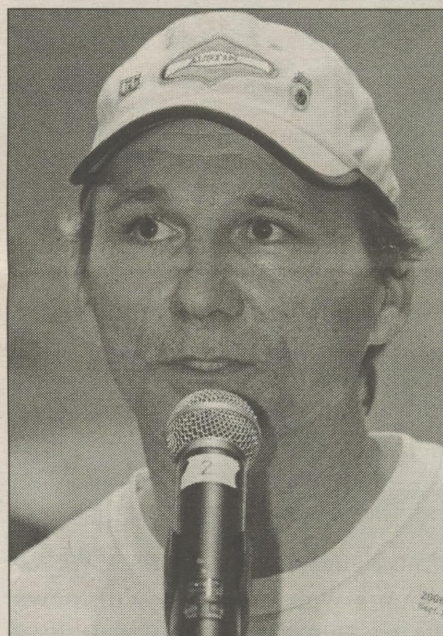
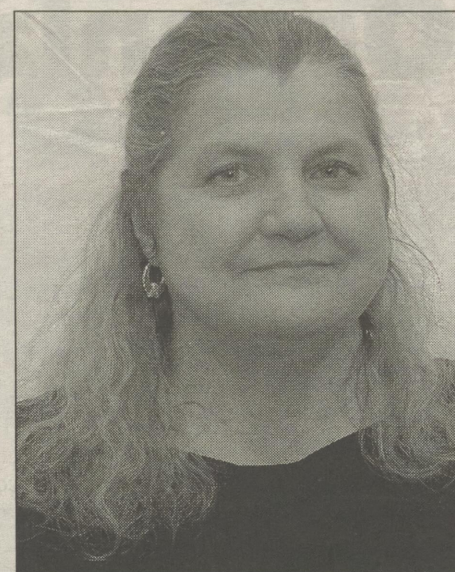
UPS management is hungry to settle early. If our union is going to give UPS an early deal, we need to win a company-wide UPS Freight agreement that meets the standards set by the NMFA and UPS contracts, including strong Teamster benefits.

President Hoffa and our union negotiators need to make it clear to the company and to Teamster members that we will settle for nothing less. If and when he does, Teamster members need to get behind him in this fight.

UPS Freight Must Meet NMFA Standards

"Our freight Teamster numbers are dwindling down so low, we have to get UPS Freight if we're going to have a strong future. That contract the IBT negotiates in Indianapolis will tell us what's next. It has to come up to our NMFA standards. There's absolutely no reason why UPS can't afford to pay NMFA rates and benefits."

Doris Cash
Local 728 Business Agent
Atlanta



We Need UPS Freight in Our Pension Funds

"I hear that the UPS Freight contract in Indy may not go with a Teamster pension. Why? Maybe it has to do with UPS being a major backer of the recent pension legislation that effectively undermines Defined Benefit Plans. If we let UPS off the hook won't Yellow Roadway and USF want the same?"

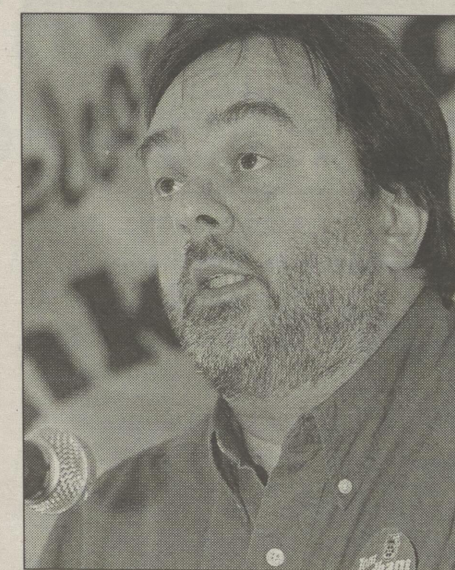
"The pension is a key union benefit that our forefathers fought for and we need to maintain. I'm sure Hoffa Sr. never got a company in our Teamster pension plan without a fight. We need to do the same."

Tim Pagel
Local 988, Yellow
Houston

A Contract That Helps Us Organize

"We have a lot of problems getting the Master Freight agreement enforced. Now UPS Freight is the big test. We can't let them negotiate a sub-standard contract there. We need a model contract that doesn't undercut the NMFA—and helps us organize. A real victory would inspire workers to go Teamster. It's a golden opportunity for turning the tide on organizing. Let's not blow it."

Jim Rickert
Local 429, Roadway
Reading, Pa.



Local 726 Chicago Public Sector Teamsters Organize for a Stronger Local

The "Fighting for the Future" slate is getting organized to make positive changes for all 4,300 Local 726 members in metro Chicago.

Local 726 members work for the City of Chicago, Chicago Transit Authority, the State of Illinois, Illinois Tollway, Police Departments, Fire Departments and other public sector work places around the state. The contract at City of Chicago expires July 1, 2007.

Fighting for the Future

"We've been reaching out to members over the past year, gathering information on the state of Local 726. We've heard the complaints and the concerns. We've set up a web site (www.fightingforthefuture.com) filled with news about our local. Now it's time to make some changes," said Vince Tenuto, candidate for Secretary-Treasurer, a City of Chicago driver and TDU member.

Joe Vercillo, a driver at O'Hare

International Airport stated, "Now is our members' time to fight for their future. It's all about our contracts. Those affect each and every member of Local 726. That is why we picked the name Fighting for the Future." Vercillo is a 25-year Teamster, a proud TDU member and candidate for President.

"We want Local 726 members to understand that an informed and involved membership is our best bet for making the union strong," said Vercillo. "Working Teamsters know the day-to-day issues that need to be in the contracts and they need a say at the bargaining table. We have a great movement going and we can win in the upcoming election this December."

Bylaws Reform

Local 726 members from the Fighting for the Future slate introduced bylaws changes at the January general membership meeting, calling for the proper

scheduling of contract proposal meetings and membership elections for the negotiating teams. They also put forward bylaws amendments on changing the monthly meeting day and time so more members can attend, and language for reporting member eligibility. All Local 726 members will have the opportunity to vote on these changes at the March general membership meeting. The Fighting for the Future slate asks for members' support at the upcoming general membership meeting.

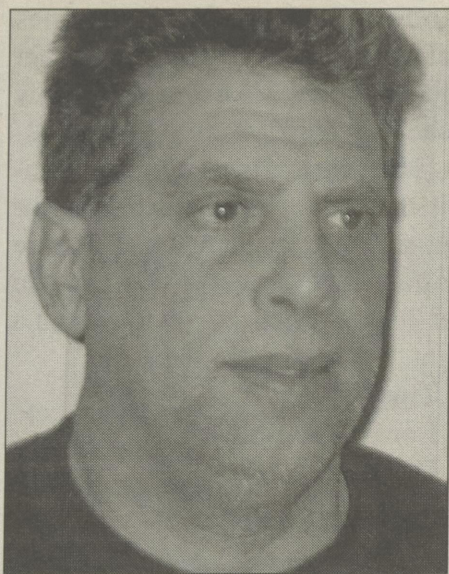
Duke Clark, a 14-year, third-generation Teamster, TDU member and candidate for Vice President, summed it up: "Our goal is informing the membership



Fighting for the Future. To find out more and help out, check out www.fightingforthefuture.org.

and making Local 726 a union we can all be proud of. The time is now for every Teamster member to step up. Real change takes real commitment. We ask you to join us and help make our local stronger and more democratic."

If you would like to help your fellow Teamster brothers and sisters pick up the fight you can log on to www.fightingforthefuture.com.



Fighting for the Future: Now Is the Time

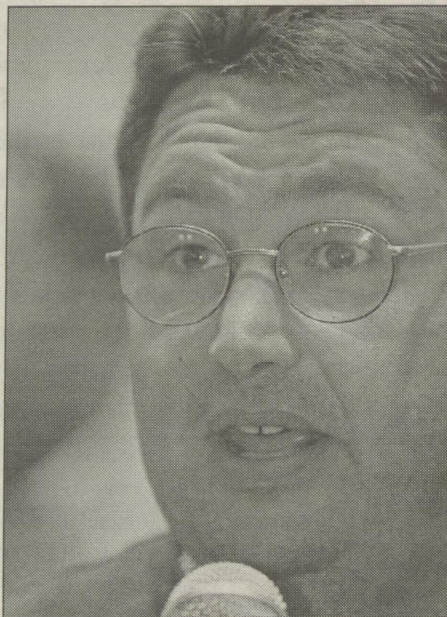
"We've been reaching out to members over the past year, gathering information on the state of Local 726. We've heard the complaints and the concerns. We've set up a web site filled with news about our local. Now it's time to make some changes."

Vince Tenuto
Local 726
City of Chicago IDOT

It's All About Our Contracts

"Working Teamsters know the day-to-day issues that need to be in the contracts and they need a say at the bargaining table. We have a great movement going and we can build a stronger union and win the upcoming election this December."

Joe Vercillo
Local 726
City of Chicago O'Hare



Central States Funds Office

Members Force Stewards Election

by Gina Alvarez
Local 743 Steward
CSPF Office
Chicago



There are 335 Teamsters who work at the Central States Funds office, and we had not had a steward's election for over four years. A group of us contacted Local 743 regarding holding elections, and as usual there was no response.

We started a petition to hold an election for new stewards. When we were done, more than two-thirds of the membership had signed up to ask for a new election.

I contacted TDU, the IBT and other individuals knowledgeable of the process (in the area) for help in determining how we should force Local 743 to respond to our requests. It felt as if Local 743 was impeding or blocking the election.

In the end, we prevailed thanks to the efforts of many Central States Teamsters who helped achieve our goal.

We got a new election, and I was elected shop steward along with three other members.

I finally feel that we can make a difference right here at work and have a positive impact on all of Local 743.

I take my election as union steward very seriously and will do my best to fairly represent every member of Local 743 at Central States.

I finally feel that we can make a difference in steward leadership here at the Funds as well as have a positive impact on Local 743.

Get the word out! Distribute *Convoy Dispatch*. Monthly bundles come in sizes from 10 copies (\$5/issue) to 100 copies (\$14/issue) or more. To order or for more information: **(313) 842-2600**.

Help TDU Defend Teamster Democracy

Hoffa Takes Aim at Your Right to Vote

Hoffa won the election and deserves to serve as our Teamster president. But he, and other top officers, should respect Teamster democracy and fair, supervised elections. Instead, they are working to make the 2006 Teamster election the last.

In 2001, President Hoffa supported an amendment to the Teamster Constitution to establish members' right to elect International Union officers and convention delegates. But today top Hoffa administration officials are publicly attacking Teamster elections.

What explains the Hoffa administration's U-turn and what can Teamsters do to protect our Right to Vote?

In two recent union publications, International Vice President Fred Gegare and International Carhaul Director Fred Zuckerman opposed members' Right to Vote and openly praised the old system where local union officials automatically served as convention delegates.

Gegare and Zuckerman each have their reasons for taking away members' right to elect our convention delegates. Zuckerman was humiliated when Local 89 members defeated his slate and elected 17 rank-and-file delegates who supported Tom Leedham.

Gegare, the chairman of the Central States Fund who voted to cut members' pensions (while having four pensions himself) knows that rank-and-file delegates were the main supporters of amendments to hold pension fund trustees accountable to Teamster members.

But Gegare and Zuckerman are not launching free-lance attacks based on their personal agendas.

Leebove Ghostwrites Articles

The articles in the Wisconsin Teamster and the Local 89 Teamster were signed by Gegare and Zuckerman, but were actually written by Richard Leebove, a top advisor to President Hoffa and his chief spokesperson during the 2006 election. That explains how two officials in different states use the exact same words in their "personal" columns.

It's all part of a Hoffa administration effort to maintain elections for IBT officers in the constitution, but eliminate the Right to Vote in practice.

Hoffa can't come out against Teamster democracy directly. He needs to be able

to tell the Justice Department that Teamsters have the Right to Vote in our constitution to be successful in negotiations with the Justice Department to end the Consent Decree and government oversight of our union.

Hoffa's U-Turn

So Hoffa champions the Right to Vote as a constitutional principle, while he fights any attempts by members to exercise their Right to Vote in practice.

► In 2006, Hoffa tried to block the nomination of all opposition candidates and his campaign repeatedly denounced his opponents for "wasting our union's money" by running for office.

► Top Hoffa administration officials have repeatedly gone on the record in support of a change to the election rules to increase the amount of delegate support that candidates would need to get on the ballot.

► Hoffa's own spokesman has put it in writing that Teamster members should lose the right to elect Convention delegates.

Hoffa's plan is clear. Change the nomination formula. Eliminate elected delegates. And presto! Members would still have the constitutional Right to Vote for International Union officers, but it would be impossible for any opposition candidates to run.

Hoffa won the election and deserves to serve as our Teamster president. But he, and other top officers, should respect Teamster democracy and fair, supervised elections. Instead, they are working to make the 2006 Teamster election the last.

If you care about keeping your Right to Vote, tell top Teamster officials how you feel. And do another thing. Support Teamsters for a Democratic Union. TDU will continue to mobilize Teamsters, and take legal action when necessary, to defend every member's Right to Vote.

Together, we can protect and strengthen Teamster democracy.



"The June convention produced an historic first for the labor movement.

We passed an amendment to our constitution that forever establishes the principle of One Teamster-One Vote for our international officers. Teamster democracy gives members the ultimate control of their union."

—Jim Hoffa

VOTE

**Stay United. Stay Strong.
UNITY SLATE 2001**



Visit our website at www.hoffa2001.com

As candidate for General President, Hoffa bragged about his commitment to Teamster democracy. But today, his spokesperson and top administration officials are publicly attacking our Right to Vote.

Michigan Official Got Hoffa Into the Teamsters

Hoffa Fires Larry Brennan

James Hoffa removed Michigan Joint Council President Larry Brennan from his International position effective Jan. 1. Brennan lost a \$50,000 salary but will continue to head the Michigan Joint Council and Detroit Local 337.

The firing, along with that of Brennan's assistant Dennis Hands, shocked Teamster insiders, because it was Brennan who gave Hoffa a no-show job as an assistant for two years to make him eligible to run for office in the Teamsters Union. Prior to that Hoffa was an employer, as a partner in a law firm. Hoffa and Brennan also grew up together,

the sons of Bert Brennan and Jimmy Hoffa, who were so close that they were indicted together for taking payoffs from Commercial Carriers, a carhaul employer, to open a trucking company in their wives' names.

Brennan and Hands, who endorsed Hoffa and donated to his campaign, apparently didn't kiss enough butt for Hoffa's taste; in fact, Brennan and many Michigan Teamster officials are fed up with Hoffa. Hands filed a protest with the Election Officer over his firing. Rumors fly that Brennan may repay Hoffa by airing some dirty laundry. Time will tell.

Join the Grassroots Campaign to Make UPS Deliver

UPS Teamsters have launched a rank-and-file campaign to "Make UPS Deliver" the contract that working Teamsters deserve.

"Our goal is to give UPS Teamsters a voice in these negotiations and to make sure that the company and our union negotiators deliver the contract we deserve," said Michael Savvoir, a Local 41 feeder driver involved in the effort.

The UPS Negotiating Committee kicked off early bargaining in September and has scheduled seven weeks of intensive talks from January 22 to the end of March.

"We have no intention at this point of scheduling talks past the end of March," said Ken Hall, the co-chair of our Negotiating Committee in an official statement on Jan. 17. "We expect the company to be prepared to negotiate so we can reach agreement on the issues by the end of March."

Members Kept in the Dark

But despite the compressed timeline and the huge issues at stake, union negotiators have remained quiet about the issues at the table. UPS Teamsters have had little voice in these critical contract talks.

"This is our contract. We need to get involved and show management and our negotiators that we're paying attention to

the issues and we won't settle short like we did the last contract," said Darwin Moore, a steward from Local 243 in Detroit. "We're asking UPS Teamsters who care about our future to get involved. Visit the website. Share your opinions. Pass out bulletins and spread the word."

MakeUPSDeliver.org

A website will soon be online at makeUPSDeliver.org where Teamsters can get information and post their comments and opinions. Bulletins can be downloaded there to distribute to UPS Teamsters. Flyers and updates are also available by calling TDU.

In 2002, UPS and the Teamsters settled early, two weeks before the contract expiration. UPSers were promised the "Best Contract Ever." Instead, the contract resulted in the worst pension and benefit cuts in Teamster history.

That contract also left key problems unresolved like excessive overtime, subcontracting, supervisors working, low pay for part-timers and 22.3 workers, unfair job bidding procedures for combo jobs, and a growing nonunion sector at UPS to name a few.

This year, UPS management wants to settle a full year early to keep shippers and stockholders happy, preferably before their 100th Anniversary on August

New Stickers Available!



Make UPS Deliver ☐ 50—\$7 ☐ 100—\$10 ☐ 250—\$20 ☐ 500—\$35

Restore Our Pensions ☐ 50—\$7 ☐ 100—\$10 ☐ 250—\$20 ☐ 500—\$35

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Address _____

City _____ State _____ ZIP _____

☐ Check or money order enclosed

Mastercard/Visa # _____ Exp. Date _____

Date _____ Signature _____

Mail to: TDU, PO Box 10128, Detroit Mich. 48210

28. This gives us leverage, and we need to use it.

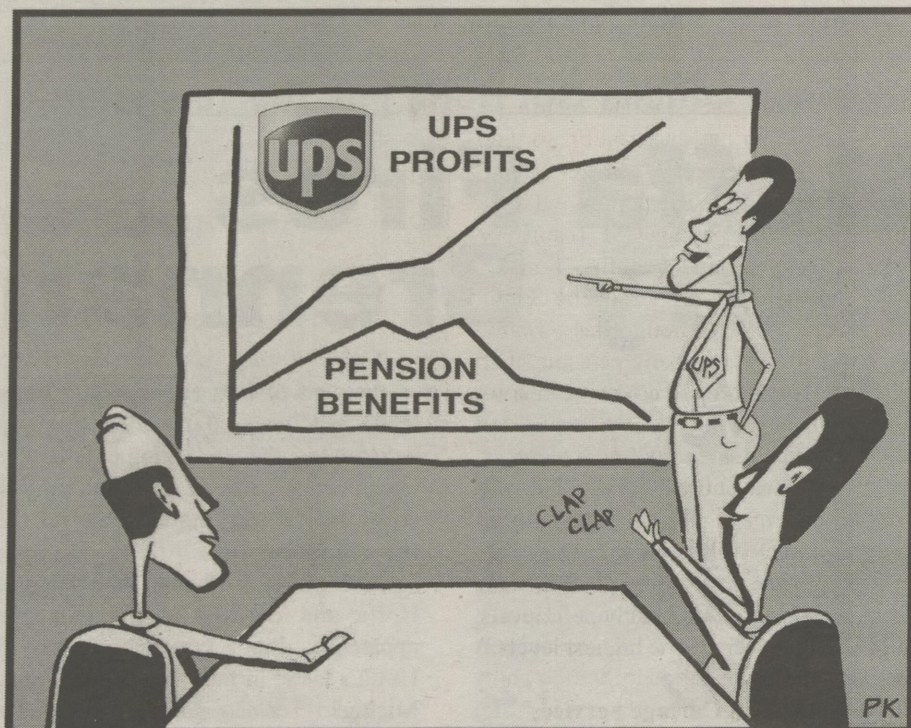
The company should only get this early settlement if UPS Teamsters get what we need. The power to Vote No and reject an unacceptable offer and send our union and UPS back to the bargaining

table gives us the power to win the contract we deserve.

For more information about the "Make UPS Deliver" campaign, visit www.makeUPSDeliver.org or contact TDU today.

The Money Is There for Contract Improvements

UPS Profits Break Records



"As you can see, everything's moving in the right direction."

In 2002 UPS made record after tax profits of \$2.4 billion, the most of any transport corporation in the world. That was when the "Best Contract Ever" was signed between Hoffa and management. But by 2005 those after-tax profits jumped 62 percent to \$3.9 billion, and in 2006, UPS's after-tax profit exceeded \$4 billion for the first time ever.

An increase of over 70 percent during this contract in profits. During that same time Teamsters in the Western Conference, Central States, New England, New York City and elsewhere didn't see a 70 percent pension increase, instead they saw their pension accrual cut. In the Central States Fund, retiree health care is practically gone. An increase in corporate contributions could fix that, and restore our good benefits.

During that same time, the base wage for UPS part-timers remained \$8.50. That wage was frozen in the 2002 contract, and has gone up just 50 cents in 25 years! Some 29 states have minimum

At a Glance UPS Net Profits 2002—2006

2002.....	\$2.4 billion
2003.....	\$2.9 billion
2004.....	\$3.3 billion
2005.....	\$3.9 billion
2006.....	\$4.1 billion

wages above the federal level, and some of them could soon pass up our base part-time wage.

Net profits of \$4 billion. That's about \$20,000 per year for each part-time and full-time Teamster. That's more than many part-timers make in a year. A small fraction of that \$20,000 could fix a lot of contract problems.

We're Going to Make UPS Deliver

UPSers Speak Out

A Strong Teamster Pension

"We've got to take care of the pension issue in this contract. Letting UPS take over our pension is not the answer. UPS will offer us a sweet deal to try to get us into a company plan. But once the company gets control of our retirement, they'll be allowed to do whatever they want and we'd have no say. We'd never see another increase. We don't need a UPS takeover. We need bigger contributions to strengthen our Teamster fund and improve our benefits. And we need Central States to open up the books and be more accountable to the members."

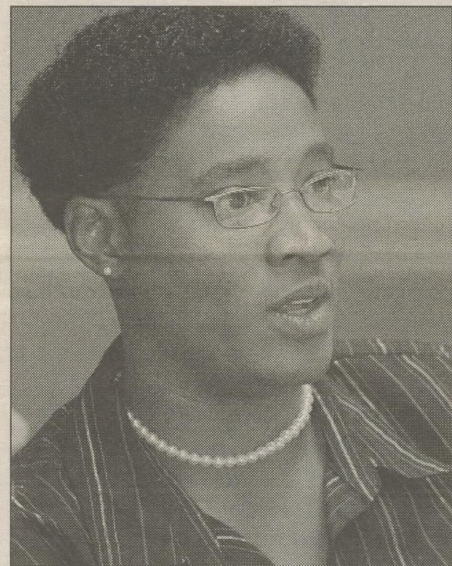
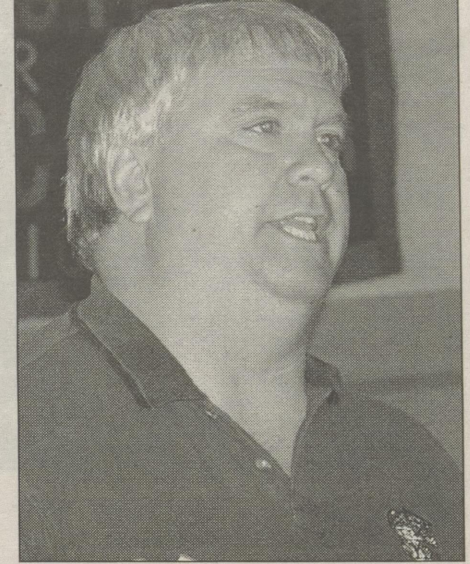
Tom Butts
Local 100, Package Car Driver
Cincinnati



Restore Affordable Retiree Healthcare

"There's a lot of people who would like to retire, but they can't do it if they have to pay as much as \$1,200 a month for health insurance—especially when our pensions have been cut. Obviously we need to bargain major increases in our benefit contributions. Enough of that money needs to go into the health and welfare side of things to maintain our health benefits and restore affordable retiree healthcare so Teamsters can afford to take our pensions and retire."

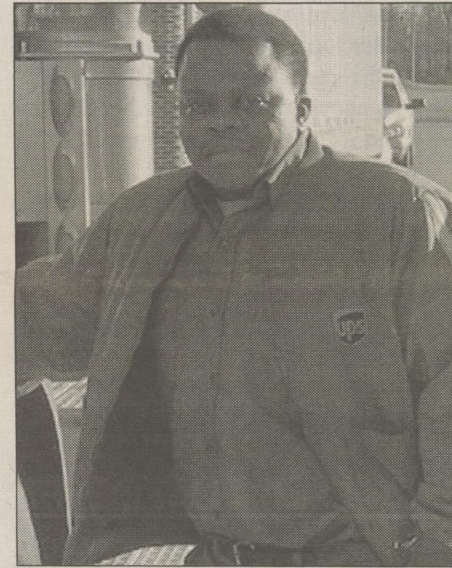
Doug Roberts
Local 651, 22.3
Lexington, Ky.



Relief From Excessive Overtime

"Our elected leaders must win language that delivers relief from excessive overtime especially since we have to work longer due to our pension situation. Right now, we file grievances and get nothing, or maybe a small penalty payment that means nothing to UPS because the company continues to violate the language we have. Not only do we need the stronger language, but it will need to be enforced."

Nichele Fulmore
Local 391, Package Car Steward
Lumberton, N.C.



Strong Language to Stop Subcontracting Once and For All

"As a proud Teamster and UPS Feeder driver, I want to make sure the upcoming contract stops subcontractors from absorbing valuable jobs away from hard-working Teamsters. This is a major issue. We see subcontractors in the yard all the time. We don't want them taking our work—especially when Teamster drivers are sitting at home on layoff. We need stronger language and stiffer penalties to stop subcontracting once and for all."

Martino Taylor
Local 667, Feeder Driver
Memphis

Wage Increases, Especially for Part-Timers

"I work in the hub full-time. We all want a good raise, but raising the pitiful part-time base wage has to be a priority. It should go to \$12. In our state the minimum wage is almost as high as the \$8.50 starting wage. This time around, at least in our local, a lot of drivers and other full-timers will vote to reject a contract if it doesn't provide a significant increase in the part-time rate."

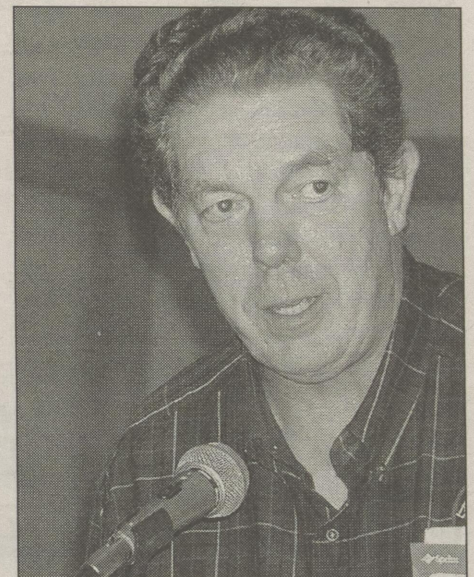
Eric Skog
Local 174, Shop Steward
Seattle

Union Rights and Standards for All UPSers

"UPS is about more than parcel and our union has to use these negotiations to win a national scale for pay and benefits for the 3,000 Cartage Services Teamsters—and for UPS Freight too. Right now, UPS is getting away with paying CSI Teamsters substandard wages and benefits. I make \$17.86 and there are drivers in the South making worse—\$14 an hour or less. Many of us have inferior company pensions that don't even pay enough to cover the cost of retiree healthcare."

"This isn't a threat to my future alone. If UPS can pay us subscale, they'll divert work and destroy higher-paying Teamster jobs. It's in every Teamster's interest that we use this contract to unionize UPS wall-to-wall and raise the pay and benefit levels of all UPS Teamsters to the highest levels."

Karl Gartung
Local 344, UPS Cartage Services
Milwaukee



It's your contract!

What do you think?

- **Send comments at makeUPSdeliver.org**
- **Mail your comments to TDU, PO Box 10128, Detroit, MI 48210**
- **Get involved in the campaign to make UPS deliver. Call TDU: (313) 842-2600**

Get the Facts: UPS Plan Would Weaken Our Pensions

First UPS demanded benefit cuts in our major Teamster pension plans. Now, management is trying to convince us that they have the solution to our pension problems. With our pension and retiree health benefits at stake, it's critical that working Teamsters get the facts.

Fact:

UPS's Plan Would Mean a Smaller Pension

UPS management wants us to believe that the company would deliver better retirement benefits. In fact, management's own figures show that UPS would provide a smaller pension. How small? Try \$2,811 a month for a Teamster retiring today after 30 years. That's less than any Teamster pension plan.

Testifying before the Congressional Subcommittee on Employer-Employee Relations on March 18, 2004, UPS Senior Vice President John McDevitt testified that the company could earn 7.5 percent growth per year on pension fund assets. That's a realistic number. It's the same figure used by most pension funds.

You can calculate exactly how much the company would pool for your retirement by using the pension contributions our union has won over the last 30 years and appreciating it 7.5 percent every year. For example, if you started full-time UPS work 30 years ago, at age 28, and worked every single week, with no illnesses or injuries, the total funds in your retirement account would be \$395,600.

That sounds like a lot of money, but remember it has to last you for your entire retirement. In the example above, you are 58 years old and could live another 25 or 30 years. In his Congressional testimony, McDevitt gave a conversion factor to turn that lump-sum into a monthly pay-out. According to management's own formula, your monthly pension would be \$2,811 per month for life.

This is less than any Teamster 30-and-out pension pays! And it gets even worse. When we checked with independent brokers, they reported that management's conversion factor was inflated and that no one would give that high a monthly pay-out based on that lump sum.

Why does a UPS fund come up short of a Teamster plan—even using management's own figures? Because in a

Teamster pension, you don't just collect on contributions made on yourself. You also collect on the contributions from Teamsters who didn't work long enough to "vest" and earn a pension. In a union plan, that uncollected money is used to boost the pensions of Teamster retirees. In a company plan, that uncollected pension money goes to management.

If you want a copy of McDevitt's testimony on behalf of UPS, and a spreadsheet showing the contributions and their worth for each year at management's own 7.5 percent formula, contact TDU.

Fact:

UPS Has Fought to Cut Our Pension

Management is spinning a lot of PR to try to convince us that they will look out

for our pension. But actions speak louder than words.

Here is UPS management's record when it comes to our pensions:

► UPS management's representative to the Central States Pension Fund voted to cut our pensions and opposed a motion to increase employer contributions.

► UPS management's representative to the Western Conference of Teamsters Pension Fund voted for benefit cuts, even though that fund is 100 percent funded.

► UPS management has 50 percent of the trustees on the Local 804 and Local 177 pension funds that cover New York City and most of New Jersey. UPS's trustees demanded cuts and got them in New York, and are trying to get them in New Jersey, where they are now deadlocked to an arbitrator.

► UPS management refused to pay millions of dollars owed to two pension funds, in Virginia and New York. In Virginia, management stopped making required pension contributions when members were on vacation.

► UPS has been the number one supporter of legislation that would make it easier to cut our benefits.

Management hasn't been looking out for our retirement; they're leading the attack on our benefits. Management's goal is to gain control of our pensions, with the ultimate goal of breaking our union altogether.

Other Teamster employers are pursuing exactly the same strategy. At Pepsi, management has succeeded in getting some local groups of Pepsi and Frito-Lay

Teamsters out of union pension plans. In every case, this was followed by an attempt to bust the union.

No union means no bargaining means they pay what they want for wages, health care and pensions.

Fact:

Teamster Solidarity Increases Our Benefits

Management wants us to believe that the company is 'subsidizing' other employers and that UPS Teamsters are losing out by being a plan with other Teamsters.

The fact is that UPS Teamsters won the benefits we have today by joining forces with other Teamsters. Freight Teamsters won record pension contributions from their employers in the 1950s, 60s, and 70s and built up our union pension plans when UPS was relatively small.

In the 1990s, UPSers teamed up with freight and other Teamsters to win the first 25- and 30-and-out benefits. That's the power of Teamster solidarity.

Today, UPS is the largest single employer in the Central States Fund, Western Conference Fund, and most others. But the company is still only about 20 percent of the participants in those funds; some 80 percent are other Teamsters.

Our power to win benefit improvements comes through Teamster unity—not trusting management to take care of us in our retirement.

Bargaining Stronger Benefits

These contract improvements would restore and strengthen our pensions

► **Higher Contributions.** UPS is making record profits (more than \$4 billion in after-tax profits last year alone). More of that money needs to go to financing a secure retirement for the Teamsters who make this company run.

► **Include UPS Part-Timers in All Teamster Pension Funds.** Part-timers are not included in Teamster pension plans in the Central States and in much of the East. But in the West, New England and Upstate New York, they are. Why not everywhere? That would put tens of thousands of younger Teamsters into our pension plans and add hundreds of millions of dollars in contributions every year. For most part-timers who stay on at UPS and go full time their part time years count only as a reciprocal ben-

efit when they retire—a very low benefit. However, if they were in the same pension plan as full-timers the part time years would be worth much more allowing a better retirement benefit.

► **Include UPS Freight Employees in Teamster Pension Plans.** UPS employs 15,000 nonunion drivers and dock workers at UPS Freight. We need to use our bargaining power to unionize these workers and bring them into Teamster benefit plans. That would add some \$180 million in pension contributions to our funds every year. If we let management keep this growing sector out of our union pension plan, we're undermining our future.

► **15,000 Full-Time Jobs.** Every full-time job at UPS means

more contributions and stronger pension funds. We need to create more than another 10,000 full-time jobs in this contract, to strengthen our pension plans and bring full time opportunities to all UPS'ers.

► **Strong Subcontracting Language That's Enforced:** When management subcontracts out feeder work, they are robbing our pension funds of contributions. We need stiffer penalties and stronger contract enforcement to stop subcontracting.

► **Organize other UPS Subsidiaries.** UPS owns and operates many other subsidiaries including Supply Change Solutions (UPS Logistics) UPS SonicAir, and others.

Freight Lines

Hoffa Moves Missouri, Texas to Western Fund

The IBT Freight Division has signed contracts with USF Bestway, a division of Yellow Roadway, in Missouri and Texas that put Teamsters there into the Western Conference Pension Fund. Missouri and Texas are in the heart of the territory of the Central States Fund, so what gives?

Apparently the corporation prefers the Western Fund, because it doesn't have to carry unfunded liability on its books. What about protecting our Central States Fund by putting Teamsters into it, not stealing them out of it?

Yellow Roadway recently dissolved Bestway into its Reddaway and Holland subsidiaries, so now this problem passes to those carriers.

Subcontracting Layoffs At Ohio Yellow Terminal

Back on Nov. 8, 2006, Yellow management decided to start using a local nonunion cartage company to deliver commercial and residential shipments to customers who required lift-gate and straight truck equipment. When Local 407 members found out about it, they immediately filed grievances under Article 32 of the NMFA (subcontracting), and objected because seven city drivers had been laid off on Nov. 5. Two layoffs later, 14 were out of work.

It took two months for the city and clerical grievances just to be heard at the local level. The clerical grievances for the subcontracting of setting the appointments were settled, but the drivers' grievances were deadlocked to the Cleveland City panel. Rumor has it that they will deadlock them to the Ohio state panel.

Let's hope that these panels put a stop to the subcontracting of Teamster jobs to nonunion companies just because management won't provide the equipment to make deliveries.

Yellow Making Changes

Management at YRC has been busy as 2007 rolls in. First, they announced they were folding USF Bestway operations into USF Holland and Reddaway. Holland is taking over terminals in Little Rock, Wichita, and Jackson, Miss. Two weeks later, they announced that Yellow and Roadway would operate under a united management: YRC National Transportation. In commenting on the realignment, CEO Bill Zollars said, "Creating a single management team will allow the company to go after the next round of cost reductions."

Meanwhile, new changes of operation will probably be implemented at both Roadway and Yellow following January hearings.

DHL Plans Border Expansion; IBT Needs Organizing Success Now

DHL will spend \$100 million over the next five years to expand cross-border services. The company plans to establish terminals in the Mexican border cities of Tijuana, Juarez, Nuevo Laredo, Reynosa and Matamoros, as well as expand U.S.-Canada operations. This is in addition to previously announced plans for a \$1.2 billion expansion of their U.S. ground delivery network. All this investment occurs as the IBT attempts to organize nonunion DHL terminals and DHL's contractors. We need a muscular organizing plan that will organize DHL before their nonunion expansion makes it harder. We've had the PR, now we need results.

Black Boxes on the Way

The Federal Motor Carrier Safety Administration (FMCSA) has proposed a new rule regarding electronic on-board recorders (EOBR) that would encourage industry-wide use. The FMCSA would provide incentives to carriers for voluntary use, though specifics were not reported. The proposal would require EOBRs to record basic information needed to track driver identity, duty status, date, time and location of the commercial vehicle. Most importantly, it would record distance traveled. It would also include a GPS function as a means to enforce hours of service regulations. Truck and bus companies with a history of serious hours-of-service violations may be required to install the EOBRs in their fleets.

Court Hears Arguments on Hours-of-Service

Last December saw another day in court over hours-of-service rules. Public Citizen and other safety groups presented arguments for rejecting the January 2006 rewrite of the regs. At stake is whether issues of driver health and road safety have really been addressed by the recent rule changes. A three-judge panel from the U.S. Court of Appeals is expected to rule within months.



Hoffa Golf Tourney

They say charity begins at home. But sometimes it begins with your dues. Hundreds of Teamster officials will each put down \$1,300 in fees for the James R. Hoffa charity golf tourney in Las Vegas, to be held May 1-3 at the Paiute golf resort. And now, they can also put down another \$1,300 for a poker tournament as well. They golf, gamble and mix with various Teamster employers.

That's some nice charity, but it turns out the vacationing players won't actually pay a dime. The charity will come from members' dues, none of whom will be invited to join the fun.

Many Teamsters are exceptionally generous in lending a helping hand. But charity that takes dues money for gambling and golfing vacations somehow misses the point.

Louisville Local 89 Update

Ready to Strike if Kroger Outsources Teamster Jobs

Eight hundred Kroger Teamsters in Louisville, Ky. are still fighting for their jobs. On Jan. 13, Local 89 members voted unanimously to approve a strike if Kroger goes ahead with plans to outsource its Kentucky Distribution Center.

As we reported in the last issue of *Convoy*, Kroger wants to outsource the management of its Louisville facility to two third-party logistics companies: Transervice Logistics would take over the trucking operation, while Zenith Logistics would get the warehouse.

As we go to press, Kroger still has not completed the sale of the facility, which began in October. Local 89 has broken off negotiations with Kroger over the transfer and is preparing for a strike when the company completes the sale.

Kroger may attempt to complete the deal with Transervice before selling the warehouse—a move some Teamsters see as an attempt to break the union.

"It's getting nasty," said Mark "Gator" Horsley, a Teamster at the facility. "The company is trying to split us by selling off the truck side first. But if one goes, we'll all go out."

Nathan Perrett, a Kroger Teamster in Local 89, blamed the outsourcing on the incompetence of management: "Management has been running the place down and nobody is holding their feet to the fire. But when something happens, it's the employees who take the fall."

"Everybody is sticking together. We're ready to do what we've got to do to protect our jobs."

New Flyers on the TDU Website

The Pension Protection Act: The Good, the Bad, and the Ugly



- ▶ Get the facts about the new law and your pension
- ▶ Special flyer for Central States Teamsters

Call 313-842-2600 or to download go to www.tdu.org

Rail Operating Crafts United

Rail Teamsters Push to Merge Rival Unions

by Ron Kaminkow
BLET Div. 51
Amtrak
Reno, Nev.



Railroad engineers and trainmen from two unions are out to win greater solidarity and union democracy on the rails. On Jan. 1, Railroad Operating Crafts United (ROCU) officially launched its campaign to unite the two unions: the Brotherhood of Locomotive Engineers and Trainmen (BLET) and the United Transportation Union (UTU).

If ROCU is successful in bringing about a merger, it will mean over 100,000 rail workers would be in the same union, a big step for rail labor unity and transportation worker solidarity. In the past few years, two rail unions—the BLET and the Brotherhood of Maintenance of Way Employees (BMWED)—have joined the Teamsters. If the UTU-BLET merger is consummated, ROCU expects the merged union will be part of the IBT as well.

Resolution Campaign

The initial focus of the ROCU campaign is to get resolutions in favor of merger passed by BLET divisions and UTU locals. "ROCU supporters are going to take this issue straight to the members," said Ed Michael from BLET Div. 724. "The goal of our resolution campaign is to spread the word about the need for a democratic merger of the BLET and the UTU."

ROCU has built a network of rank-and-file supporters across the nation totaling nearly 400 members, drawn from both the UTU and the BLET, from all the major carriers, at nearly 100 different terminals.

Division on the Rails

Rail carriers have historically taken advantage of the old craft union divisions on the rails to push through concessionary agreements that reduce crew size: "Right now we're in a race to the bottom," said Hugh Sawyer, the newly-elected Local Chairman of BLET Div. 316 in Atlanta.



At Each Other's Throats

"The carriers keep us at each other's throats. When I started out 18 years ago, I worked on a train crew with five other union members. Now that's down to two because we haven't united. We need all rail labor under one banner."

Hugh Sawyer
BLET Div. 316, Local Chairman
Atlanta

"The carriers keep us at each other's throats," Sawyer said. "When I started out 18 years ago, I worked on a train crew with five other union members. Now that's down to two because we haven't united. We need all rail labor under one banner."

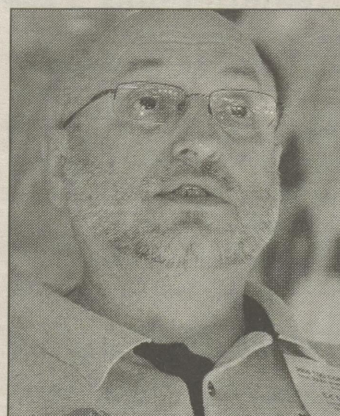
Fighting Remote Control

In 2002, the UTU national leadership made an agreement with the carriers that allowed remote control operation (RCO) of locomotives in switching yards. In a number of rail yards around the country, most switching operations are now performed by RCO, with no engineer in the cab of the locomotive. Out on the road, the current national labor agreements require two-person crews. But this standard is now under attack. The carriers—encouraged by their divide-and-conquer victory on the RCO issue—propose single employee operation of freight trains.

Since its founding in the spring of 2005, ROCU has campaigned against Remote Control Operations of locomotives and single employee operation of freight trains. In January last year, the BLET and the UTU finally agreed to a truce in the war between the two unions in order to fight single employee operation, but it is unclear how long this truce will last.

ROCU has put forward a proposed constitution and merger agreement for the merged union. Over 18 months in the making, the draft document is a composite of the ideas and vision of hundreds of BLET and UTU members. According to Ed Michael: "Our proposed constitution draws on the best democratic principles in the constitutions of the UTU, the BLET, and the Teamsters: one-member one vote, direct election of officers, and initiative and recall." In fact, BLET members—with support from ROCU—have already won direct election of their top officers through a rank-and-file membership initiative last year.

"One thing we've left out of our proposal is any mention of protections for officers," said Hugh Sawyer. "There won't be any golden parachutes like so many other mergers. This merger is about protecting the members, not officers."



Let the Members Decide

"ROCU supporters are going to take this issue straight to the members. The goal of our resolution campaign is to spread the word about the need for a democratic merger of the BLET and the UTU."

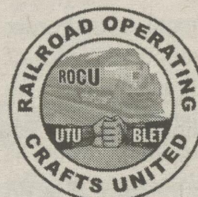
Ed Michael
BLET Div. 724, Union Pacific
Salem, Ill.

Highlights of the ROCU Proposal

ROCU proposes to merge two rail unions—the BLET and the UTU. The BLET is already in the Teamsters. Here are some of the details of their proposal:

- ✓ **End Division on the Rails**
Right now the UTU and the BLET often undercut each other in bargaining. Under the ROCU proposal, engineers and conductors will bargain together.
- ✓ **Direct Election of Top Officers**
BLET members have already won direct election of top officers, but UTU members have not.
- ✓ **Reduce Officer Salaries**
No golden parachutes. The merger proposal will cut bloated officer salaries.

Contact ROCU for more information and stickers:



www.ROCUToday.com
312-924-1437
ROCUToday@gmail.com

Is Union Pacific Getting Ready for One-Person Crews?

The rail carriers have dropped their demands for single-person crews in this round of bargaining. But this summer, Union Pacific will begin testing new technology that could allow for train operation with only a single crew person, according to the *Omaha World-Herald*.

Right now union contracts require operation by a two-person crew: a conductor and an engineer. UP will test two new technologies that might reduce the amount of crew control necessary to run a train, Positive Train Control and LEADER.

This summer the UP will test this new technology on the run between North Platte and South Morrill in Nebraska. It will run a second test in the fall on the run

between Spokane, Wash. and Eastport, Idaho.

The first technology, Positive Train Control, uses satellites to track trains, and it allows a remote operator to alter or stop a train's travel. Under the second technology, LEADER (Locomotive Engineer Assist/Display Event Recorder) a computer will give the engineer instructions on how to run the train.

Thanks to the joint opposition of the UTU and the BLET, the National Carriers' Conference Committee has dropped its insistence on single person crews in this round of bargaining. But even as it backs off on this round, the UP is laying its plans for eliminating two-person crews in the future.

Local Reform, UPS Contract at Top of the List

TDU Leaders Set Goals for 2007

Leaders of Teamsters for a Democratic Union met on Sat., Jan. 6 to discuss Teamster reform goals for 2007. Local union reform and winning strong contracts were at the top of their list.

At the meeting, TDU's International Steering Committee (ISC) decided to support the Make UPS Deliver campaign, building a movement of freight Teamsters for a stronger NMFA, and helping groups run for local office on a reform platform.

"UPS wants to keep members in the dark about bargaining. Our job is to make our members aware of the issues that are at stake in bargaining," said Michael Savvoir, a member of the ISC.

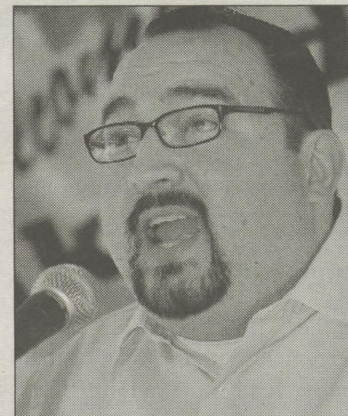
"UPS wants these negotiations wrapped up before Founder's Day," Savvoir said. "We've got the leverage we need to make UPS deliver." Savvoir is a 37-year UPSer from Local 41 in Kansas City.

The International Steering Committee is an elected committee of TDU members that oversees the work of the organization. ISC members are elected at each TDU Convention, and the committee meets four times a year.

The leaders highlighted the need to continue educating Teamster members about their rights, especially in Teamster shops that are not covered by a national contract. This kind of outreach will be discussed again at the next committee meeting in the spring.

The steering committee launched a recruitment campaign to encourage Teamsters who want a new direction for our union to join Teamsters for a Democratic Union.

The next TDU Rank & File Convention will be Nov. 2-4 in Chicago. The committee is soliciting ideas and input for educational programs that should be a part of that big event.



Big Plans for 2007

"TDU is committed to building a stronger Teamsters Union. This year we'll be helping Teamsters strengthen their locals by changing their bylaws and running for local union office. Many of us are concerned about the future of our union and that is why we are working hard to inform, educate and activate the rank and file. TDU is full of strong Teamsters with the commitment and energy to get the job done."

**Frank Halstead, Steering Committee Member
Local 572, Ralphs
Los Angeles**

Ask the Teamster Troublemaker

How Do I Get My Local to Hold a Stewards Election?

I am an active member in a local with do-nothing officials. There is no steward in my area for over 200 workers! I've decided to run for steward, but when I contacted the union about setting up an election, they won't set one up. I am willing to serve as steward and many workers in my area already come to me with their problems. How can we get an election?

Shut Out in Chicago

Dear Shut Out,

It's a shame that any local leadership would act in a way to decrease union strength and solidarity, just to keep the membership powerless.

First of all, check your local's bylaws—they're the constitution for your local. You can request a copy from the union, or contact TDU. Find out what the rules are for calling a new stewards election. Some bylaws may be silent, but some would help in this situation.

If the local doesn't respond, it's time to get the members involved. Write a short and respectful letter to the local requesting an election, then get as many of your co-workers as possible to sign it.

If you still don't get an election, you may have to file charges or take other appropriate action. Don't get hung up on the technicalities. TDU can help, so call

and speak to one of the TDU organizers.

It may take some effort, but in most cases it can be done. But, getting an election is only your first problem. Next, you'll have to get elected, which gives you a reason to keep talking to your co-workers, especially in a big shop like yours. Get some key people who are respected to help you.

As a steward, especially for a large group, you may find yourself rather busy.

Members will have expectations, questions and sometimes even be a pain in the butt.

You'll need to keep involving members who can help, and keep educating yourself, so you can do a good job for your union and co-workers. TDU can help

with this part, too. Helping educate stewards is one of our priorities.

Ask The Teamster Troublemaker



Who is the Teamster Troublemaker?

Employers are quick to label any Teamster who sticks up for the contract or questions management's authority as a "troublemaker." Ask the Teamster Troublemaker is a column dedicated to spreading the information that "troublemakers" need to enforce members' rights and build a stronger Teamsters Union.

If you have question or comment for the Teamster Troublemaker, call TDU at (313) 842-2600 or email us at info@tdu.org.

Will Yucaipa Merge PTS and Allied? Hoffa Softens Up Carhaulers for Concessions

When your union president writes to you that "it may or may not be that some modifications to the contract are necessary," then sit on your wallet, because someone may be reaching for it. On Jan. 9, Teamster President James Hoffa wrote that to 3,700 U.S. carhaulers who work for Allied. Many more Canadian Teamsters work for Allied, where it is not in bankruptcy.

Any possible concessions agreed to by the IBT would have to be approved by carhaulers in a referendum vote, per our union constitution.

Yucaipa Grows

At the same time, the investment group Yucaipa and investor Ron Burkle have been playing an active role in developing a plan for Allied's future, and also purchased much of PTS's debt. PTS (Performance Transportation Services) owns three carhaul carriers: Leaseway, E&L, and Hadley. If Yucaipa acquires both companies, the combined operations would include some 70 percent of the unionized carhaul industry.

With Yucaipa possibly ready to take on hauling the majority of all cars in North America, it seems the wrong time to be offering concessions to Allied, which has been struggling for years and operating in bankruptcy for the past 18 months.

Allied is asking the bankruptcy court for an extension of time for its plan to emerge from bankruptcy.

Why Now?

We asked a number of Allied Teamsters why they thought that the IBT leadership might be ready to give concessions at this time. Detroit Allied driver J.

D. Jackson summed it up: "The IBT election is over, and the next one is five years away." Jackson was formerly an International rep and once headed the IBT Carhaul Division. Several other Allied Teamsters told us pretty much the same thing.

Why would the IBT give Allied concessions now? "The IBT election is over, and the next one is five years away."

Last month, *Forbes* magazine's online edition reported: "This spring Yucaipa paid \$100 million to buy a controlling stake in Allied Holdings, a trucking outfit in bankruptcy proceedings. (Former President) Clinton got it to the point where Hoffa actually helped us with that deal, something I couldn't have gotten on my own," Burkle says."

Why would Hoffa help Ron Burkle take over Allied at a bargain price, only to turn around and give Burkle concessions?

Members in the Dark

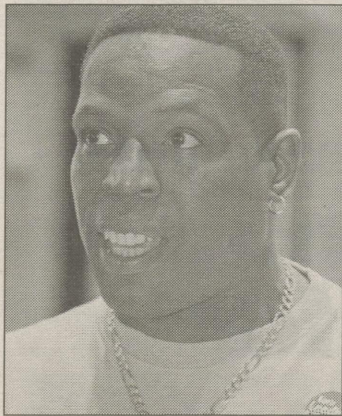
The International Union is keeping the rank and file in the dark about plans. In Hoffa's letter, he gives a website address for members to get "the latest information." Unfortunately, it's a wrong website address that leads nowhere. When you do find the right address, the latest posting on it is from last June.

We need a plan to save our union in carhaul and organizing to defend this strong union sector, and we need membership involvement to make it work.

The Road Ahead for 2007

TDU Members Are Ready for the New Year

We're Making our Local Stronger TDU is with Us All the Way



"In Local 726, we're working to change our bylaws. We want members elected to our bargaining committees. We want a better meeting day and time. TDU helped us learn what we need to do to make these changes. They put us in touch with other Teamsters who have won similar gains. Thanks to TDU we're on the way to making our local stronger for the members."

Duke Clark
Local 726
City of Chicago Communications

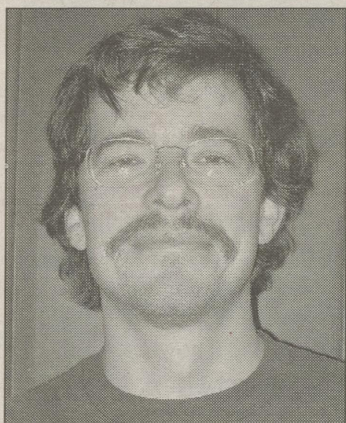
We're Going to Make UPS Deliver



"Make UPS Deliver! That sums it all up. This billion-dollar company takes it out of us and needs to repay in full. We need a contract campaign so both management and our union leaders hear us loud and clear. TDU has the plan but we need your help to make it happen! Get involved now!"

Todd Hartsell
Local 90, UPS
Des Moines, Iowa

Educating the Members TDU Does It Best



"Convoy is simply the best news source for Teamster members who want to organize to keep our union strong. That's why here in Minnesota we're doubling the size of our Convoy bundle this year—and we've got a plan to get it out to as many Teamster worksites as possible. TDU is a great educational resource for Teamsters who want to build a stronger union."

David Kremer
Local 320, Univ. of Minnesota
Minneapolis

A Stronger Teamsters Union You Can Help Make a Difference

✓ Get Involved

Make UPS Deliver. Pension Justice. Local Reform. TDU campaigns are making our union stronger, and your help can make the difference. Call the TDU office for more information.

✓ Come to the TDU Convention November 2-4 in Chicago

Come to Chicago for three days of educational workshops, industry meetings, and strategy sessions for our union. Call the TDU office for more information.

✓ Not a Member? Join TDU Today

TDU is a grassroots organization of rank-and-file Teamster members working together to build a stronger union. Our members are our strength—and your help can make the difference.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____
Address _____
City _____ State _____ ZIP _____
Phone _____ Company _____
E-mail _____
☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
Other _____
____ \$40 one-year membership & subscription to *Convoy Dispatch*
____ \$95 three-year membership fee
____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year
____ \$25 for retirees. Retired from Local _____
☐ Check or money order
MC/Visa/AmEx/Discover # _____ Exp. Date _____
Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.